



FACTORS AFFECTING EMPLOYEE ENGAGEMENT AMONG ACADEMIC STAFFS
ACADEMY CONTEMPORARY ISLAMIC STUDIES, UiTM SHAH ALAM

JAMALINAH BINTI YAHYA

2016711917

BACHELOR OF BUSINESS ADMINISTRATION
(HONS.) HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS AND MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
BANDARAYA MELAKA

JANUARY 2020

DECLARATION OF ORIGINAL WORK



BACHELOR OF ADMINISTRATION

WITH HONOURS (HUMAN RESOURCE MANAGEMENT)

FACULTY OF BUSINESS AND MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

“DECLARATION OF ORIGINAL WORK”

I, Jamalinah Binti Yahya, (I/C Number: 960322-12-6334)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degree.
- This project is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: 30th DECEMBER 2019

LETTER OF SUBMISSION

January 2020

The Head of Program
Bachelor of Business Administration (Hons) Human Resource Management
Faculty of Business Management
Universiti Teknologi Mara (UiTM)
Kampus Bandaraya Melaka
Off Jalan Hang Tuah
75300 Melaka

Dear Sir/Madam

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “**FACTORS AFFECTING EMPLOYEE ENGAGEMENT AMONG ACADEMIC STAFFS ACADEMY CONTEMPORARY ISLAMIC STUDIES, UiTM SHAH ALAM.**”, I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all the guidance and supports you have generously rendered upon the completion of this thesis.

Sincerely,

(Jamalinah Binti Yahya)

2016711917

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ABSTRACT

The purpose of this study is to examine the factors affecting employee engagement among academic staff. This study involved academic staff from Academy Contemporary Islamic Studies, UiTM Shah Alam as respondents for this study. This research is a quantitative research which used the self-administered questionnaires as instruments to collect the data. The sampling technique that been used in this study is the census method and the questionnaires had been distributed to 104 respondents with 78.84 percent of the response rate. The data collected is then evaluated by using Statistical Package for Social Science (SPSS). Descriptive analysis, reliability analysis, Pearson's correlation analysis, and multiple regression analysis were used in this study to identify the relationships between work-life balance, career development, leadership and employee engagement. The findings of the study showed that there is a significant relationship between work-life balance and career development with employee engagement. However, there is no significant relationship between leadership and employee engagement.

Keywords: *Employee Engagement, Work-Life Balance, Career Development, Leadership*